

MASS.
RL1.1:
984

UMASS/AMHERST



312066 0281 6366 5

SE No. 6738

The Commonwealth of Massachusetts

ANNUAL REPORT

of the

RETIREMENT LAW COMMISSION

of its activities and
accomplishments during the year 1984.

(under Section 103 of Chapter 6
of the General Laws)

UNIVERSITY OF MASSACHUSETTS
AMHERST LIBRARIES

GOVERNMENT DOCUMENTS
COLLECTION
NOV 7 1985

October 7, 1985.

UNIVERSITY OF MASSACHUSETTS
DEPOSITORY COPY



HOUSE No. 6738

The Commonwealth of Massachusetts

**ANNUAL REPORT
of the
RETIREMENT LAW COMMISSION**

of its activities and
accomplishments during the year 1984.

(under Section 103 of Chapter 6
of the General Laws)

U OF MASS/AMHERST LIBRARY

GOVERNMENT DOCUMENTS

COLLECTION

NOV 7 1985

October 7, 1985.

University of Massachusetts
Depository Copy

The Commonwealth of Massachusetts



*The Commonwealth of Massachusetts
Retirement Law Commission
One Ashburton Place
Boston, Massachusetts 02108*

August 23, 1985

Robert E. MacQueen
Clerk of the House of
Representatives
State House
Boston, MA 02133

Dear Sir:

The Retirement Law Commission herewith presents to the Honorable Governor and to the Legislature of the Commonwealth of Massachusetts the Annual Report of the Retirement Law Commission for the year, 1984.

This report presents the actuarial valuation of the Commonwealth of Massachusetts' Contributory Retirement systems as of January 1, 1983.

Respectfully yours,

Mary A. Hennessey
Mary A. Hennessey
Executive Secretary

THE COMMONWEALTH OF MASSACHUSETTS

ANNUAL REPORT
OF THE
RETIREMENT LAW COMMISSION
OF ITS
ACTIVITIES AND ACCOMPLISHMENTS
DURING THE YEAR

1984

(UNDER SECTION 103 OF CHAPTER 6
OF THE GENERAL LAWS)

Annual Report

of the

Retirement Law Commission

During the Year 1984

The Retirement Law Commission herewith presents to the Honorable Governor and to the Legislature of the Commonwealth of Massachusetts, the Annual Report of said Commission.

The Commission conducted monthly meetings for the purpose of discussing such matters as were referred to it by the General Court and by the public, as well as routine matters, which were brought up for discussion by individual members of the Commission.

The Commission also instituted a policy of inviting all interested parties to attend and participate in the Commission meetings. At the end of each meeting, each person in attendance is asked for questions or comments. This increased participation by employees and retiree groups has been extremely valuable to the Commission.

The principal focus of the Commission's activities in 1984 was the presentation of the actuarial valuation reports for the 104 contributory Retirement Systems of the Commonwealth of Massachusetts as of January 1, 1983.

The purpose of the valuation is to enable the Commission to respond to certain gubernatorial and legislative requests

to perform studies and analyses of the pension benefits being paid by the Commonwealth of Massachusetts, its political subdivisions and its instrumentalities under the various statutes authorizing such pensions.

Data was collected from a total of 104 state and local systems.

The unfunded actuarial liability of the system increased by 30% from 1979 to 1983, in dollar terms an increase of \$2.7 billion. The data collected for this study also permitted breakdowns of calculation results by units within a system.

The Retirement Law Commission completed the following studies for the Governor and the Legislature.

I. ACTUARIAL STUDY OF THE IMPACT OF COST OF LIVING INCREASES TO RETIRED MEMBERS.

This report presented an actuarial analysis of the effect of a 3%, 4%, or 5% cost of living increase, as of July 1, 1984. The analysis included the cost of making these additional pension payments during the 1985 Fiscal Year. It also measured the additional liability to the Commonwealth, when the increases granted as of July 1, 1984 are made a permanent part of the retirement allowance to be paid in future years to the affected retired members.

II. ACTUARIAL STUDY OF THE DEMOGRAPHICS OF THE MASSACHUSETTS RETIREMENT SYSTEMS.

This report included the following:

- (a) A summary identifying the Group, System and Class of Active, Inactive and Retired members.
- (b) Yearly and aggregate summaries of retiree data, i.e.:

Number of males and females retiring under accidental and ordinary disability.

Number of males and females retiring under superannuation provision, and the average age at retirement.

Average benefit for males and females retiring under superannuation, accidental and ordinary disability.

Breakdown of average replacement ratios for each type of retirement for individuals eligible for retirement in 1983.

Development of accidental and ordinary disability rates based on available 1979 and 1983 census material.

III. ACTUARIAL VALUATION OF THE CONTRIBUTORY RETIREMENT SYSTEM OF THE PROPOSED METROPOLITAN WATER RESOURCES AUTHORITY.

This report presented the actuarial results for all employees who will be transferred to the Metropolitan Water Resources Authority, as well as a breakdown of the results for the various categories of employees being transferred to the Authority.

IV. ACTUARIAL STUDY OF H.6021.

The Retirement Law Commission was directed by the Legislature to complete an analysis of H.6021 re unfunded liability and pension funding levels for the Commonwealth's 104 Contributory Retirement Systems.

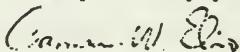
(a) This analysis estimated the impact of increasing the survivor benefits for spouses and children of both active members and deceased members of the retirement systems.

V. ANNUITY RESERVE VALUATION.

The Retirement Law Commission provided the actuarial valuations of the annuity reserve benefits under the Massachusetts Contributory Retirement Law to the Division of Public Employee Retirement Administration. The Commission prepared a tabulation for each of the 104 retirement systems, showing the annuity reserve for each retired member as of 1983 and the total for all such members.

The Governor and the Legislature have forwarded many additional requests to the Retirement Law Commission. In most cases, the Commission is able to supply this information within seven days of the initial request.

Respectfully yours,



Carmen W. Elio
Chairman



THE COMMONWEALTH OF MASSACHUSETTS

**REPORT
of
The Retirement Law Commission

COMPOSITE ACTUARIAL VALUATION
AS OF
JANUARY 1, 1983**

Retirement Law Commission

1 ASHBURTON PLACE, BOSTON, MASS. 02108



*The Commonwealth of Massachusetts
Retirement Law Commission
One Ashburton Place
Boston, Massachusetts 02108*

Carmen W. Elio	Chairman
James W. Callanan	Vice Chairman
John J. Jennings	Commissioner
Thomas R. Lussier	Commissioner
John E. Rourke	Commissioner
Eugene J. Sullivan, Jr.	Commissioner
Patrick D. Sullivan	Commissioner
Terrence Gerlich	Legal Counsel
Mary A. Hennessey (617) 727-6684	Executive Secretary

RETIREMENT LAW COMMISSION

COMPOSITE ACTUARIAL VALUATION REPORT
OF
THE CONTRIBUTORY RETIREMENT SYSTEMS OF
THE COMMONWEALTH OF MASSACHUSETTS
AS OF JANUARY 1, 1983

June, 1985

TABLE OF CONTENTS

HIGHLIGHTS	1
SECTION 1 - SUMMARY OF VALUATION RESULTS	4
SECTION 1.1 - CONTRIBUTIONS	5
SECTION 1.2 - CONTRIBUTION PROJECTIONS	7
SECTION 1.3 - ASSETS AND ACTUARIAL LIABILITIES	14
SECTION 1.4 - FINANCIAL DISCLOSURE	16
SECTION 1.5 - COMMENTARY	19
SECTION 2 - DISCUSSION OF RETIREMENT SYSTEM CHANGES SINCE JANUARY 1, 1983	22
SECTION 3 - BASIS OF VALUATION	25
SECTION 3.1 - SUMMARY OF BENEFIT PROVISIONS	26
SECTION 3.2 - MEMBERSHIP DATA	30
SECTION 3.3 - ACTUARIAL BASIS	34
SECTION 4 - APPENDICES	
APPENDIX A - TABULATION OF THE 104 CONTRIBUTORY RETIREMENT SYSTEMS	40
APPENDIX B - TABULATION OF THE 21 CONTRIBUTION RETIREMENT SYSTEMS WITH CONTRIBUTIONS UNDER CHAPTER 559 OF THE ACTS OF 1977	41
SECTION 5 - GLOSSARY	42

HIGHLIGHTS

The Massachusetts Retirement Law Commission directed the preparation of actuarial valuation reports for the 104 Contributory Retirement Systems of the Commonwealth of Massachusetts as of January 1, 1983. William M. Mercer-Meidinger, Inc. was the consulting actuary for this project. This Composite Report summarizes the results of those actuarial valuations.

The purpose of the valuations is to enable the Commission to respond to certain gubernatorial and legislative requests to perform studies and analyses of the pension benefits being paid by the Commonwealth of Massachusetts, its political subdivisions and its instrumentalities under the various statutes authorizing such pensions.

Section 1 contains the results of the actuarial valuations. The total contribution requirements shown in Section 1.1 for the systems to fund for future benefit obligations consist of a normal cost element and an amortization of the unfunded actuarial liability over a thirty-year period beginning on January 1, 1983, both expressed as a level percentage of covered payroll. The average funding contribution developed in the valuations was as follows, based on a total January 1, 1983 payroll of \$4,412,721,000:

	% of Payroll		Amount in Millions of \$	
	1983	1979	1983	1979
Normal cost	8.9%	12.9%	\$394.2	\$427.2
Amortization cost	13.3	10.9	584.8	361.5
Total	22.2%	23.8%	\$979.0	\$788.6

Section 1.2 shows the funding cost beginning in the 1984-85 fiscal year. The average funding contribution developed for the first five years was calculated to be as follows:

Fiscal Year	% of Payroll	Projected Amount
1984-85	22.8%	\$1,094,633,000
1985-86	22.8	1,143,891,000
1986-87	22.8	1,195,367,000
1987-88	22.8	1,249,159,000
1988-89	22.8	1,305,371,000

The percentage of payroll cost was projected to remain constant at 22.8% through fiscal year 2013-14.

Section 1.2 also summarizes the projected pay-as-you-go contribution requirements for fiscal years 1985 through 2004 and compares these requirements to the funding contribution during this period.

Chapter 559 of the Acts of 1977 provided that cities, towns and districts may appropriate additional funds and hold and invest such funds in a special account for purposes of funding the retirement obligations in advance. All of the valuation results shown in this section and elsewhere in the report take into account* that certain systems have already established such accounts and have appropriated and contributed to such funds in fiscal years prior to 1984-85.

Section 1.3 summarizes the assets and actuarial liabilities of the 104 systems studied.

Section 1.4 shows the actuarial value and unfunded actuarial value of accrued vested benefits and total accrued benefits calculated in accordance with Statement No. 35 of the Financial Accounting Standards Board to be as follows:

	Accrued Vested Benefits		Total Accrued Benefits	
	(billions of \$)	1/1/83	(billions of \$)	1/1/83
Actuarial value	\$12.6	\$9.6	\$13.0	\$10.1
Assets - statutory value	4.1	2.6	4.1	2.5
Unfunded actuarial value	8.4	7.0	8.9	7.6

Section 1.5 is a commentary on the results of the 104 actuarial valuations prepared for the Massachusetts Retirement Law Commission which form the basis for the summarized results shown in this Composite Report.

The effective date of this valuation is January 1, 1983. Since that time, certain changes have been enacted that would effect the results of this report. Section 2 provides a discussion of the effects of these changes.

Section 3 describes the basis of the valuation. The eligibility and benefit provisions of Chapter 32, which were used to make the actuarial calculations, are summarized in this section. A description and summarization of the membership data and any adjustments to the raw data to make it usable for purposes of the actuarial valuations are described in this section. Finally, the actuarial cost method and actuarial assumptions are stated and explained.

A complete list of the 104 systems included in this report can be found in Appendix A.

A complete list of the twenty-one systems reported to have made contributions under Chapter 559 of the Acts of 1977 in fiscal years since 1978 can be found in Appendix B.

* Except for funding contributions by towns which are members of a county retirement system.

SECTION 1

SUMMARY OF VALUATION RESULTS

This section sets forth the results of the actuarial valuation.

Section 1.1 shows the contributions required to fund the systems on a level basis starting on the valuation date.

Section 1.2 summarizes the twenty-year projection of pay-as-you-go and funding costs.

Section 1.3 summarizes the assets, actuarial liabilities and unfunded actuarial liabilities of the systems.

Section 1.4 shows the actuarial value and unfunded actuarial value of accrued vested benefits and total accrued benefits.

Section 1.5 is a commentary on the valuation results.

Actuarial liabilities designated for "active members" included member contribution accounts for inactive members who have not withdrawn their contributions. Actuarial liabilities designated for "retired members" include liabilities for beneficiaries receiving retirement payments.

SECTION 1.1

CONTRIBUTIONS

This section summarizes the level of contributions required for full actuarial funding starting on January 1, 1983.

The two cost components, employer normal cost and amortization of unfunded actuarial liability, are described in detail in Section 2.3.

Total annual employer cost is shown on two bases.

The first basis includes an amortization of the unfunded actuarial liability over a 30-year period beginning on January 1, 1983 as a level dollar amount. This is the procedure required for private pension plans by the Employee Retirement Income Security Act of 1974. When level dollar amortization is used, the total employer cost will normally decrease as a percentage of payroll in future years as payroll increases.

The second basis includes an amortization of the unfunded actuarial liability over a 30-year period beginning on January 1, 1983 as a level percentage of future payroll. This procedure is frequently used in funding public retirement systems. Since the normal cost component is also determined to remain level as a percentage of future payroll, the total employer cost under this procedure will remain level as a percentage of future payroll if all actuarial assumptions are exactly realized.

SECTION 1.1

CONTRIBUTIONS (cont'd)

	<u>State</u>	<u>Teachers</u>	<u>Boston*</u>	<u>Other Local Boards*</u>	<u>Cost-of-Living Addition**</u>	<u>Total</u>
Total Payroll	\$1,334,213,000	\$1,315,303,000	\$426,341,000	\$1,336,864,000	\$ N/A	\$4,412,721,000
Normal cost - employer	\$ 114,703,000 (8.6%)	\$ 98,601,000 (7.5%)	\$ 28,441,000 (6.7%)	\$ 125,150,000 (9.4%)	\$ 27,303,000	\$ 394,198,000 (8.9%)
Normal cost - employees	\$ 80,205,000 (6.0%)	\$ 70,596,000 (5.4%)	\$ 24,023,000 (5.7%)	\$ 77,154,000 (5.8%)	\$ 0	\$ 251,978,000 (5.7%)
Total normal cost	\$ 194,908,000 (14.6%)	\$ 169,197,000 (12.9%)	\$ 52,464,000 (12.4%)	\$ 202,304,000 (15.2%)	\$ 27,303,000	\$ 646,176,000 (14.6%)

Total annual employer cost -
normal cost plus 30 year
amortization of unfunded
actuarial liability as:

level dollar amount	\$ 315,680,000 (23.7%)	\$ 383,550,000 (29.2%)	\$ 147,401,000 (34.7%)	\$ 416,037,000 (31.2%)	\$ 97,056,000	\$ 1,359,724,000 (30.8%)
level percentage of payroll	\$ 236,440,000 (17.7%)	\$ 271,201,000 (20.6%)	\$ 100,498,000 (23.7%)	\$ 301,347,000 (22.6%)	\$ 69,555,000	\$ 979,041,000 (22.2%)

Percentages shown after dollar cost represent cost as a percentage of payroll.

*Results assume no cost of living increase.

**Additional state obligation due to cost-of-living increase for Boston and Other Local Boards.

SECTION 1.2

CONTRIBUTION PROJECTIONS

This section contains a twenty-year projection of pay-as-you-go costs and funding costs starting in the fiscal 1984-85 year.

The payroll has been projected by the assumed inflation rate (see Section 2.3). The payroll shown in this projection represents the average, or mid-point, payroll for the applicable fiscal year. Thus the payroll for the 1984-85 fiscal year exceeds the January 1, 1983 payroll by two years of inflation increases.

The pay-as-you-go contribution represents the employer's portion of the retirement allowances projected to be payable to retired employees and beneficiaries in each fiscal year. It does not include the annuity portion, which is paid from the Annuity Reserve Fund.

For some systems, the pay-as-you-go contribution exceeded the calculated funding contribution in the early years, in which case the funding contribution was increased to the level of the pay-as-you-go contribution for such years.

Percentage of payroll amounts represent the percentage of the cost to the projected payroll for the applicable fiscal year.

The additional contribution represents the amount, if any, which must be made in a particular fiscal year in excess of the pay-as-you-go contribution in order to bring the total contribution up to the level of the funding cost for the year.

Because the assumptions used to project costs are chosen for long-term expectations, the dollar amounts of funding contributions may vary somewhat from those shown in the projections in the early years. The more reliable statistic to consider in the short-term would be the percentage of payroll contribution rates, recognizing that significant cutbacks in personnel or other budget constraints could cause the percentage of payroll contribution rates to increase.

SECTION 1.2

CONTRIBUTION PROJECTIONS (cont'd)

Projection for State Employees Board*
(Dollar amounts in thousands)

<u>Fiscal Year</u>	<u>Projected Payroll</u>	<u>Pay-as-you-go Contribution</u>	<u>% of Payroll</u>	<u>Funding Contribution</u>	<u>% of Payroll</u>	<u>Additional Contribution</u>
1984-85	\$1,456,491	\$ 165,686	11.4%	\$263,625	18.1%	\$ 97,939
1985-86	1,522,033	171,474	11.3	275,488	18.1	104,014
1986-87	1,590,525	177,819	11.2	287,885	18.1	110,066
1987-88	1,662,098	188,478	11.3	300,840	18.1	112,362
1988-89	1,736,893	200,783	11.6	314,378	18.1	113,595
1989-90	1,815,053	213,435	11.8	328,525	18.1	115,090
1990-91	1,896,730	227,655	12.0	343,308	18.1	115,653
1991-92	1,982,083	243,425	12.3	358,757	18.1	115,332
1992-93	2,071,277	271,703	13.1	374,901	18.1	103,198
1993-94	2,164,484	307,346	14.2	391,772	18.1	84,426
1994-95	2,261,886	339,404	15.0	409,401	18.1	69,997
1995-96	2,363,671	375,016	15.9	427,824	18.1	52,808
1996-97	2,470,036	412,085	16.7	447,077	18.1	34,992
1997-98	2,581,188	473,459	18.3	467,195	18.1	0
1998-99	2,697,341	545,005	20.2	488,219	18.1	0
1999-00	2,818,722	616,747	21.9	510,189	18.1	0
2000-01	2,945,564	694,498	23.6	533,147	18.1	0
2001-02	3,078,115	772,932	25.1	556,139	18.1	0
2002-03	3,216,630	884,376	27.5	582,210	18.1	0
2003-04	3,361,378	1,000,857	29.8	608,409	18.1	0

*Assumes 3% cost-of-living increase

SECTION 1.2

CONTRIBUTION PROJECTIONS (cont'd)

Projection for Teachers Board*
(Dollar amounts in thousands)

Fiscal Year	Projected Payroll	Pay-as-you-go Contribution	% of Payroll	Funding Contribution	% of Payroll	Additional Contribution
1984-85	\$1,435,661	\$183,350	12.8%	\$304,360	21.2%	\$121,010
1985-86	1,500,266	195,217	13.0	318,056	21.2	122,839
1986-87	1,567,778	208,436	13.3	332,369	21.2	123,933
1987-88	1,638,328	223,172	13.6	347,326	21.2	124,154
1988-89	1,712,053	239,458	14.0	362,955	21.2	123,497
1989-90	1,789,095	259,828	14.5	379,288	21.2	119,460
1990-91	1,869,604	282,347	15.1	396,356	21.2	114,009
1991-92	1,953,736	307,212	15.7	414,192	21.2	106,980
1992-93	2,041,655	334,475	16.4	432,831	21.2	98,355
1993-94	2,133,529	367,515	17.2	452,308	21.2	84,793
1994-95	2,229,538	403,622	18.1	472,662	21.2	69,040
1995-96	2,329,867	443,071	19.0	493,932	21.2	50,861
1996-97	2,434,711	485,941	20.0	516,159	21.2	30,218
1997-98	2,544,273	536,063	21.1	539,386	21.2	3,323
1998-99	2,658,765	590,088	22.2	563,658	21.2	0
1999-00	2,778,410	648,669	23.3	589,023	21.2	0
2000-01	2,903,438	712,370	24.5	615,529	21.2	0
2001-02	3,034,093	787,941	26.0	643,228	21.2	0
2002-03	3,170,627	870,899	27.5	672,173	21.2	0
2003-04	3,313,305	960,462	29.0	702,421	21.2	0

*Assumes 3% cost-of-living increase

SECTION 1.2

CONTRIBUTION PROJECTIONS (cont'd)

Fiscal Year	Projected Payroll	Projection for Boston Board*					Additional Contribution
		Pay-as-you-go Contribution	% of Payroll	Funding Contribution	% of Payroll		
1984-85	\$ 463,554	\$108,407	23.4%	\$112,644	24.3%		\$4,237
1985-86	484,414	113,068	23.3	117,713	24.3		4,644
1986-87	506,213	117,754	23.3	123,010	24.3		5,256
1987-88	528,992	122,387	23.1	128,545	24.3		6,159
1988-89	552,797	126,818	22.9	134,330	24.3		7,511
1989-90	577,673	132,466	22.9	140,375	24.3		7,909
1990-91	603,668	138,203	22.9	146,691	24.3		8,489
1991-92	630,833	143,897	22.8	153,292	24.3		9,395
1992-93	659,221	151,020	22.9	160,191	24.3		9,170
1993-94	688,886	159,778	23.2	167,399	24.3		7,622
1994-95	719,886	167,457	23.3	174,932	24.3		7,475
1995-96	752,280	175,682	23.4	182,804	24.3		7,122
1996-97	786,133	184,415	23.5	191,030	24.3		6,615
1997-98	821,509	195,417	23.8	199,627	24.3		4,210
1998-99	858,477	207,476	24.2	208,610	24.3		1,134
1999-00	897,108	221,823	24.7	217,997	24.3		0
2000-01	937,478	237,301	25.3	227,807	24.3		0
2001-02	979,665	254,547	26.0	238,059	24.3		0
2002-03	1,023,750	276,345	27.0	248,771	24.3		0
2003-04	1,069,818	298,993	27.9	259,966	24.3		0

*Assumes no cost-of-living increases

SECTION 1.2

CONTRIBUTION PROJECTIONS (cont'd)

Fiscal Year	Projected Payroll	Projection for Other Local Boards*					Additional Contribution
		Pay-as-you-go Contribution	% of Payroll	Funding Contribution	% of Payroll		
1984-85	\$1,453,907	\$279,701	19.2%	\$337,306	23.2%		\$57,605
1985-86	1,519,332	299,738	19.7	352,485	23.2		52,748
1986-87	1,587,703	320,310	20.2	368,347	23.2		48,037
1987-88	1,659,149	340,926	20.5	384,923	23.2		43,997
1988-89	1,733,811	361,628	20.9	402,244	23.2		40,616
1989-90	1,811,833	386,161	21.3	420,345	23.2		34,185
1990-91	1,893,365	411,263	21.7	439,261	23.2		27,998
1991-92	1,978,567	436,598	22.1	459,028	23.2		22,429
1992-93	2,067,603	462,315	22.4	479,684	23.2		17,369
1993-94	2,160,645	493,335	22.8	501,270	23.2		7,934
1994-95	2,257,874	525,271	23.3	523,827	23.2		0
1995-96	2,359,479	557,744	23.6	547,399	23.3		0
1996-97	2,465,655	591,559	24.0	572,032	23.2		0
1997-98	2,576,610	631,480	24.5	597,773	23.2		0
1998-99	2,692,558	671,716	24.9	624,673	23.2		0
1999-00	2,813,723	712,075	25.3	652,784	23.2		0
2000-01	2,940,341	752,648	25.6	682,159	23.2		0
2001-02	3,072,656	799,410	26.0	712,856	23.2		0
2002-03	3,210,926	846,351	26.4	744,935	23.2		0
2003-04	3,355,418	892,515	26.6	778,457	23.2		0

*Assumes no cost-of-living increases

SECTION 1.2

CONTRIBUTION PROJECTIONS (cont'd)

Projection for Boston and Other Local Boards*
(Dollar amounts in thousands)

Fiscal Year	Projected Payroll	Pay-as-you-go Contribution	% of Payroll	Funding Contribution	% of Payroll	Additional Contribution
1984-85	\$1,917,461	\$ 24,038	1.3%	\$ 76,698	4.0%	\$ 52,660
1985-86	2,003,746	32,422	1.6	80,149	4.0	47,727
1986-87	2,093,916	41,104	2.0	83,756	4.0	42,652
1987-88	2,188,141	50,047	2.3	87,525	4.0	37,478
1988-89	2,286,608	59,207	2.6	91,464	4.0	32,257
1989-90	2,389,506	69,179	2.9	95,580	4.0	26,401
1990-91	2,497,033	79,413	3.2	99,881	4.0	20,468
1991-92	2,609,400	89,856	3.4	104,375	4.0	14,519
1992-93	2,726,824	100,424	3.7	109,072	4.0	8,648
1993-94	2,849,531	112,082	3.9	113,981	4.0	1,899
1994-95	2,977,760	123,937	4.2	119,110	4.0	0
1995-96	3,111,759	135,822	4.4	124,470	4.0	0
1996-97	3,251,788	147,607	4.5	130,071	4.0	0
1997-98	3,398,119	160,469	4.7	135,924	4.0	0
1998-99	3,551,035	173,221	4.9	142,040	4.0	0
1999-00	3,710,831	185,679	5.0	148,432	4.0	0
2000-01	3,877,819	197,718	5.1	155,112	4.0	0
2001-02	4,052,321	210,764	5.2	162,092	4.0	0
2002-03	4,234,676	223,299	5.3	169,386	4.0	0
2003-04	4,425,236	235,205	5.3	177,008	4.0	0

*Additional State obligation due to cost-of-living increase for Boston and Other Local Boards.

SECTION 1.2

CONTRIBUTION PROJECTIONS (cont'd)

Projection for All Boards Combined
(Dollar amounts in thousands)

<u>Fiscal Year</u>	<u>Projected Payroll</u>	<u>Pay-as-you-go Contribution</u>	<u>% of Payroll</u>	<u>Funding Contribution</u>	<u>% of Payroll</u>	<u>Additional Contribution</u>
1984-85	\$ 4,809,613	\$ 761,182	15.8%	\$1,094,633	22.8%	\$333,451
1985-86	5,026,045	811,919	16.2	1,143,891	22.8	331,972
1986-87	5,252,219	865,423	16.5	1,195,367	22.8	329,944
1987-88	5,488,567	925,010	16.9	1,249,159	22.8	324,149
1988-89	5,735,554	987,894	17.2	1,305,371	22.8	317,477
1989-90	5,993,654	1,061,069	17.7	1,364,113	22.8	303,044
1990-91	6,263,367	1,138,881	18.2	1,425,497	22.8	286,616
1991-92	6,545,219	1,220,988	18.7	1,489,644	22.8	268,656
1992-93	6,839,756	1,319,937	19.3	1,556,679	22.8	236,742
1993-94	7,147,544	1,440,056	20.1	1,626,730	22.8	186,674
1994-95	7,469,184	1,559,691	20.9	1,699,932	22.8	140,241
1995-96	7,805,297	1,687,335	21.6	1,776,429	22.8	89,094
1996-97	8,156,535	1,821,607	22.3	1,856,369	22.8	34,762
1997-98	8,523,580	1,996,888	23.4	1,939,905	22.8	0
1998-99	8,907,141	2,187,506	24.6	2,027,200	22.8	0
1999-00	9,307,963	2,384,993	25.6	2,118,425	22.8	0
2000-01	9,726,821	2,594,535	26.7	2,213,754	22.8	0
2001-02	10,164,529	2,825,594	27.8	2,313,374	22.8	0
2002-03	10,621,933	3,101,270	29.2	2,417,475	22.8	0
2003-04	11,099,919	3,388,032	30.5	2,526,261	22.8	0

SECTION 1.3

ASSETS AND ACTUARIAL LIABILITIES, JANUARY 1, 1983

This section summarizes the assets and actuarial liabilities of the systems included in the valuation.

The actuarial liabilities are computed in accordance with the procedures described in Section 2.3. The unfunded actuarial liability represents the amount as of the valuation date which must be funded by future amortization payments. It does not represent the unfunded value of benefits earned by members for service prior to the valuation date; these amounts are shown in Section 1.4 of this report. The chief significance of the unfunded actuarial liabilities as they relate to the financial contribution of the employer is the ability of that employer to support the cost of amortizing them over a reasonable number of years.

Assets include amounts appropriated under Chapter 559 of the Acts of 1977 as shown in Appendix B in Section 3.

SECTION 1.3

ASSETS AND ACTUARIAL LIABILITIES (cont'd)

	<u>State</u>	<u>Teachers</u>	<u>Boston*</u>	<u>Other Local Boards</u>	<u>Cost-of-Living Addition</u>	<u>Total</u>
Actuarial liability - active members	\$1,927,397,000	\$3,171,224,000	\$ 929,408,000	\$2,627,484,000	\$247,276,000	\$ 8,902,789,000
Actuarial liability - retired members	<u>1,721,637,000</u>	<u>1,638,028,000</u>	<u>900,617,000</u>	<u>2,181,772,000</u>	<u>606,859,000</u>	<u>7,054,913,000</u>
Total actuarial liability	\$3,649,034,000	\$4,809,252,000	\$1,830,025,000	\$4,815,256,000	\$854,135,000	\$15,957,702,000
Assets	<u>1,188,011,000</u>	<u>1,319,972,000</u>	<u>373,320,000</u>	<u>1,253,271,000</u>	<u>0</u>	<u>4,134,574,000</u>
Unfunded actuarial liability	\$2,461,023,000	\$3,489,280,000	\$1,456,705,000	\$3,561,985,000	\$854,135,000	\$11,823,128,000

*Includes Boston teachers, for whom the Commonwealth has assumed the obligation for retirement payments in the past.

SECTION 1.4

FINANCIAL DISCLOSURE

This section contains certain financial disclosure information required by the Statement of Financial Accounting Standards No. 35, published in March, 1980 by the Financial Accounting Standards Board. The introduction of the Statement says in part:

1. This Statement establishes standards of financial accounting and reporting for the annual financial statements of a defined benefit pension plan... Plans covered are those that principally provide pension benefits but may also provide benefits on death, disability, or termination of employment.
2. This Statement applies to an ongoing plan that provides pension benefits for the employees of one or more employers, including state and local governments..."

The information shown in this section follows the procedures set forth in Statement No. 35 except in the reporting of the plan's assets, which are to be shown at fair market value. In this instance, statutory values are shown since fair market values were not available from the Annual Reports to the Public Employees Retirement Administration (PERA).

The actuarial value of accrued benefits represents the actuarial value, on the valuation date (January 1, 1983), of benefits earned by active and retired members based on their creditable service and earnings up to the valuation date. Statement No. 35 refers to those benefits as "accumulated plan benefits" and defines them as:

"...those future benefit payments that are attributable under the plan's provisions to employees' service rendered to the benefit information date. Their measure is primarily based on employees' history of pay and service and other appropriate factors as of that date. Future salary changes are not considered. Future years of service are considered only in determining employees' expected eligibility for particular types of benefits, for example, early retirement, death and disability benefits."

The statement continues,

"To measure their actuarial present value, assumptions are used to adjust those accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the benefit information date and the expected date of payment. An assumption of an ongoing plan underlies those assumptions."

In addition to the actuarial value of total accrued benefits, this section summarizes the actuarial value of accrued vested benefits. Vested benefits are those benefits which do not depend upon the member remaining in service in order to be entitled to them. Member accumulated contributions for those members who have not yet attained a sufficient number of years of service to be vested are included in the actuarial value of vested accrued benefits.

SECTION 1.4

FINANCIAL DISCLOSURE (cont'd)

	<u>State</u>	<u>Teachers</u>	<u>Boston</u>	<u>Other Local Boards</u>	<u>Cost-of-Living Addition</u>	<u>Total</u>
Actuarial value of accrued vested benefits	\$2,749,777,000	\$3,421,226,000	\$1,503,352,000	\$4,061,927,000	\$843,274,000	\$12,579,556,000
Assets	<u>1,188,011,000</u>	<u>1,319,972,000</u>	<u>373,320,000</u>	<u>1,253,271,000</u>	<u>0</u>	<u>4,134,574,000</u>
Unfunded value of accrued vested benefits	\$1,561,766,000	\$2,101,254,000	\$1,130,032,000	\$2,898,656,000	\$843,274,000	\$ 8,444,982,000
Actuarial value of total accrued benefits	\$3,009,254,000	\$3,439,925,000	\$1,516,386,000	\$4,166,405,000	\$882,303,000	\$13,014,273,000
Assets	<u>1,188,011,000</u>	<u>1,319,972,000</u>	<u>373,320,000</u>	<u>1,253,271,000</u>	<u>0</u>	<u>4,134,574,000</u>
Unfunded value of total accrued benefits	\$1,821,243,000	\$2,119,953,000	\$1,143,066,000	\$2,913,134,000	\$882,303,000	\$8,879,699,000

SECTION 1.5

COMMENTARY

The effective date of this valuation is January 1, 1983. The effective date of the preceding valuation was January 1, 1979. It is not possible to analyze with precision the reasons for the changes in the valuation results from 1979 to 1983, since the membership data is more complete in this valuation compared to the valuation in 1979. There is included in this section a table comparing some of the results of the 1979 and 1983 valuations.

The Commissioners, the Commission staff, and many state and local officials are to be congratulated on their efforts to obtain the detailed information necessary to perform actuarial valuations for the 104 systems included in this report. The reliability of the results of any actuarial valuation or study cannot be any greater than the reliability of the data used for such study. For this reason, the maintenance of a complete and up-to-date data bank on active and retired members of the various retirement systems is the first and most important step in providing the necessary information to public officials and the general public on the status of those systems and the effect of any proposed changes to them.

Certain actuarial assumptions were different in 1983 from those used in the 1979 valuation. Chief among these were the investment return assumption, which was 7-1/2% in 1983 compared to 7% in 1979, and the salary increase assumption, which was 6% in 1983 compared to 5-1/2% in 1979. In addition, the rate of post-retirement cost-of-living increases assumed in the 1983 study was 3% compared to 4-1/2% in the 1979 report. These changes have caused the results of the 1983 valuation to show slightly lower costs than if the 1979 assumptions were used. These changes can be justified by the changes in economic conditions between 1979 and 1983.

Recognizing the difference in actuarial assumptions and the greater reliability of the 1983 data compared to 1979, the following comparisons are made.

Active payroll increased by 33% from 1979 to 1983. There was, however, considerable variation in this statistic among individual systems. Some local systems saw increases of 30% to 40% in active payroll over the period, while a few showed very slight increases. Payroll for state system members increased by 43%; payroll for teachers increased by 44%.

The total employer normal cost rose by 8% over the four-year period. This was caused by the combination of payroll increase and a decrease in the normal cost rate from 12.9% to 8.9% of payroll. Total level funding cost (level percentage of payroll) decreased from 23.8% of payroll to 22.2%. These changes were caused partially by the difference in data accuracy and changes in actuarial assumptions, but also reflect a decrease in the cost due to the \$30,000 cap on benefit recognized earnings for members entering the systems after January 1, 1979. If the \$30,000 limit had not been recognized in this report, the level funding cost would be about \$62 million higher for 1983.

The member contribution rate rose from 5.4% to 5.7% of payroll, reflecting the greater number of members contributing at the 7% rate.

The unfunded actuarial liability increased by 30% from 1979 to 1983, in dollar terms, an increase of \$2.7 billion. Increases in payroll combined with the lack of adequate funding contributed heavily to this change. In addition, it appears that as a result of Proposition 2 1/2 most systems experienced a significant increase in the number of retirements. The actuarial liability for all retired members of all systems increased by \$2.0 billion, or 40%, and the increase in this statistic for the state system which assumed all cost-of-living increases for local systems beginning July 1, 1981 and also the transfer of county court personnel into its system after the 1979 study was 80%.

This valuation, as well as the 1979 study, provides the financial disclosure information in accordance with the latest accounting standards published by the Financial Accounting Standards Board.

The twenty-year projections of funding and pay-as-you-go costs show very clearly the kind of cost stability that can be attained under a program of advance funding. It is encouraging to observe the number of systems which have embarked upon such a program as a result of the 1977 legislation. It is also possible for towns which participate in a county retirement system to utilize this cost-stabilizing technique, as some are now doing and others are actively investigating.

Table Comparing Valuation Results in 1983 and 1979

Total Level Percentage of Payroll Costs

	1983		1979	
	Millions of \$	% of Pay	Million of \$	% of Pay
State	\$236.4	17.7%	\$200.6	21.5%
Teachers	271.2	20.6	185.2	20.3
Local Boards:				
No Future COLA	\$401.8	22.8%	--	--
Future COLA	69.6	3.9	--	--
Total Local Boards	\$471.4	26.7%	\$402.8	27.5%
Total	\$979.0	22.2%	\$788.6	23.8%

Unfunded Present Value of Accrued Benefits

	1983		1979	
	Millions of \$	% Funded*	Million of \$	% Funded*
State	\$1,821	39.5%	\$1,745	28.1%
Teachers	2,120	38.4	1,816	30.8
Local Boards:				
No Future COLA	\$4,056	28.6%	--	--
Future COLA	882	0	--	--
Total Local Boards	\$8,879	31.8%	\$7,580	25.2%

* % of Total Present Value of Accrued Benefits covered by statutory assets.

SECTION 2

DISCUSSION OF RETIREMENT SYSTEM CHANGES SINCE JANUARY 1, 1983

This section provides a discussion by the consulting actuary of events which have occurred between January 1, 1983 and January 1, 1985 which in its judgement have a direct bearing on the cost of the pension plans valued in this report. Specifics follow:

A. Chapter 661 of the Massachusetts Acts of 1983. This was a very complex piece of legislation that affected many aspects of the retirement system. However, there are only three areas which bear on the values presented in this report and even these have only an indirect effect.

1. Interest on Employee Contributions - (see Chapter 661, Section 4). Members who terminate with less than five years of service will receive a return of their employee contributions with no interest. Those terminating with between five and ten years of service will receive interest at one-half the regular rate. Prior to Chapter 661 these people would have received interest at the full regular rate.

This provision has been further modified (See Chapter 373 of the Massachusetts Acts of 1984) to apply only to people hired after January 1, 1984. Consequently, it would have no direct effect on the January 1, 1983 valuation (which is based on a January 1, 1983 employee census). This provision does, however, imply a small benefit decrease for future hires, thus costs for this group will be somewhat lower than for those hired prior to January 1, 1984. The cost decrease derived from this provision is very small (\$1-2 million per year for all systems combined), and it will be 10 years before it is fully realized.

2. Increase in Employee Contributions - (see Chapter 661, Section 9). The employee contribution rate for employees entering service after January 1, 1984 was moved to 8%. Once again, this has no effect on the January 1, 1983 employee census and would have no effect on the underlying valuation. Gradually as a larger and larger portion of the total employee group are post January 1, 1984 hires this will, of course, create a shift in the systems cost from the employer to the employee. It will take 5 to 10 years before this change will have a noticeable financial effect on the system. Ultimately (30 to 40 years hence), it will decrease employer costs by about \$50 million a year (in 1984 dollars) for the entire system.

3. Change in Investment Rules (see Chapter 661, Sections 18 and 20). Rules governing the type and distribution of investments were changed to allow for greater discretion on the part of the various boards making those investments. For local boards this increased discretion is only allowable under certain guidelines to be issued by the Public Employee Retirement Administration (PERA).

Arguably, by increasing investment latitude, greater earnings may be generated from the systems' assets than realized historically. There is also an increased risk of making bad investments. Given that the changes authorized by these sections have not been fully implemented at this time and that it will take several more years to demonstrate an ability to increase the return on invested assets, we feel it is inadvisable to try to quantify the effect of this change for this valuation. Each time an actuarial valuation is performed, the interest rate used to discount liabilities is reevaluated in

light of current conditions. When the next actuarial valuation is performed, we will consider the performance of the Pension Reserve Investment Trust (PRIT) as part of the reevaluation process, thus giving specific financial recognition to any improvement in investment performance.

In summary, the specific cost reduction components of Chapter 661 were either relatively small and deferred into future (items #1 and #2 above) or somewhat speculative (item #3 above). Chapter 661 did contain other provisions, which in the long term, will increase the rate of funding, i.e., the annual dollar input to the fund. These are not cost reductions, but they do serve to recognize and fund pension costs on a more timely basis, thus helping to alleviate future cost escalation.

B. Increased Survivor Benefits (see Chapter 389 of the Massachusetts Acts of 1984). This legislation raised the minimum monthly survivor benefits payable under Chapter 32, Section 12(2)(d) of the Massachusetts General Laws as follows:

	<u>Old</u>	<u>New</u>
Spouse	\$140	\$250
First Child	80	120
Per Child after First	60	90

Costs for this change for 1985 were estimated as follows:

<u>Group</u>	<u>Annual Funding Cost Increase</u>		<u>Increase in Annual Pay-as-you-go Millions of \$</u>	<u>Increase in Accrued Benefit Liabilities Millions of \$</u>
	<u>Millions of \$</u>	<u>% of Payroll</u>		
State	\$2.6	0.2%	\$1.1	\$12.6
Teachers	1.5	0.1	1.1	12.6
Boston	0.9	0.2	0.6	6.7
Other Boards	3.5	0.3	1.5	16.5
Total	\$8.5	0.2%	\$4.3	\$48.4

C. Cost-of-Living Increases (see Chapter 234 of the Massachusetts Acts of 1984, Line Item 0612-1100 and Section 16). This valuation assumes future cost-of-living increases of 3% per year on the first \$7,000 of annual retirement allowance. This legislation granted a 4% cost-of-living increase for fiscal year 1984-85 and changed the maximum retirement allowance level to which cost-of-living increases apply (see Chapter 32, Section 102(c) of the Massachusetts General Laws) from \$7,000 per year to \$8,000 per year for fiscal years 1985-86 and thereafter. We estimated these changes would have the following effects:

<u>1984-85 Increase in Pay-as-you-go Costs</u>			
<u>Group</u>	<u>3% Increase</u>	<u>4% Increase</u>	<u>Difference</u>
State	\$ 4.8	\$ 6.3	\$1.5
Teachers	4.8	6.5	1.7
Boston	2.7	3.6	0.9
Other Boards	8.3	11.1	2.8
Total	\$20.6	\$27.5	\$6.9

<u>Group</u>	<u>Increase in Unfunded Liabilities Due to Above</u>			
	<u>Millions of Dollars</u>	<u>3% Increase</u>	<u>4% Increase</u>	<u>Difference</u>
State	\$ 46.7	\$ 62.3		\$15.6
Teachers	44.4	59.3		14.9
Boston	26.2	34.9		8.7
Other Boards	84.5	112.6		28.1
Total	\$201.8	\$269.1		\$67.3

Since this actuarial valuation anticipates a 3% cost-of-living adjustment, the legislation authorizing 4% for 1984-85 increases valuation results only by the last column shown above, i.e., total 1984-85 pay-as-you-go by \$6.9 million and unfunded liabilities by \$67.3 million. Should 4% increases become a permanent feature of the system in the future, cost increases would become substantially larger than those shown above.

The increase in the maximum retirement allowance eligible for increase from \$7,000 a year to \$8,000 a year will cost about \$2 million in pay-as-you-go cost if a 4% increase is given in fiscal 1985-86. We have not exactly estimated the effect of this on unfunded liabilities, but it would be well in excess of \$100 million.

SECTION 3

BASIS OF VALUATION

In this section, the basis of the actuarial valuations is described. This information -- the benefit and eligibility provisions of Chapter 32 of the General Laws and the census of participating members -- is the foundation of the valuations, since these are the present facts upon which benefit payments will depend.

The valuations are based on the premise that the systems will continue in existence, so that future events must also be considered. These future events are assumed to occur in accordance with the actuarial assumptions and concern such events as the earnings on invested assets, the number of members who will remain to retirement, their ages at retirement and expected benefits.

The actuarial assumptions and the actuarial cost method which have been adopted by the Commission to provide information on the proper funding levels to fund the systems in a reasonable manner and on future cash requirements for the systems, are described in this section.

SECTION 3.1

SUMMARY OF PRINCIPAL BENEFIT AND
ELIGIBILITY PROVISIONS, JANUARY 1, 1979

CATEGORY OF MEMBER	
	Group 1: Most general employees in state and local government.
	Group 2: Certain specified hazardous duty positions.
	Group 3: State police, certain other positions in Department of Public Safety.
	Group 4: Police and firefighters in local systems.
MEMBER CONTRIBUTIONS	
	Hired prior to January 1, 1975: 5% of salary
	Hired between January 1, 1975 and December 31, 1983: 7% of salary
	Hired on or after January 1, 1984: 8% of salary
CREDITABLE SERVICE	
	All membership service, plus military service up to four years and certain other purchased service.
RETIREMENT	
Eligibility	Age 55 or 20 years of service.
	Group 3: Later of age 50 or 20 years of service.
Benefit	Group 1: 2.5% at retirement age 65 or over
	Group 2: 2.5% at retirement age 60 or over
	Group 4: 2.5% at retirement age 55 or over
	Percentages on the preceding page are reduced by 0.1% for each year younger at retirement than age shown on the preceding page, and multiplied by final three-year average annual rate of regular compensation*.
	Group 3: 50% of final year's rate of regular compensation, plus an additional 1% for each year of service in excess of 20.

* For members who first became employed after January 1, 1979, a maximum of \$30,000 of compensation is recognized.

Veterans (all groups) receive an additional \$15.00 annually for each year of service to a maximum of \$300.00.

FORM OF BENEFIT

Normal (Option A) -- Life annuity

Option B -- Life annuity with death benefit equal to excess of member contributions plus credited interest to retirement over annuity benefits paid to member.

Option C -- Life annuity with 66-2/3% of benefit continued after death of member to designated joint annuitant.

VESTING

Requirement

Ten years of service.

Benefit

If over age 55, accrued retirement benefit payable immediately or deferred to a maximum of age 70.

If under age 55, accrued retirement benefit payable at age 55 or withdrawal of member contributions plus credited interest.

DISABILITY -- OCCUPATIONAL

Requirement

No service or age requirement.

Benefit

72% of final rate of regular compensation plus \$312.00 per year for each child plus annuity based on accumulated member contributions with credited interest.

Maximum of 100% of final salary rate.

DISABILITY -- NON-OCCUPATIONAL

Requirement

Veterans -- 10 years service
Non-veterans -- 15 years service

Benefit

Veterans -- 50% of final rate of regular compensation plus additional 1% for each year of service over 10 years to a maximum of 15 additional years plus annuity based on accumulated member contributions plus credited interest.

Non-veterans -- accrued retirement benefit as if member were age 55.

**SURVIVOR BENEFITS --
(Death in Active
Service)**

OCCUPATIONAL

Requirement	No age or service requirement.
Benefit	Same as occupational disability benefit.

**SURVIVOR BENEFITS
(Death in Active
Service)**

NON-OCCUPATIONAL

Requirement	Two years service, married for one year.
Benefit	Accrued retirement benefit as if Option C had been elected with a minimum of \$140.00 per month to widow plus \$80.00 if one child plus \$60.00 each additional child or refund of member contributions with credited interest.

**COST-OF-LIVING
INCREASES**

If the Consumer Price Index for the year increases by at least 3% over the Consumer Price Index last used to determine a cost-of-living increase to pensioners, the general court determines a cost-of-living increase to be applied to the first \$7,000* of annual pension effective on the following July 1.

*Amended to \$8,000 effective July 1, 1985.

SECTION 3.2

MEMBERSHIP DATA

The actuarial valuation and the calculation of liabilities and funding costs are based on the membership data furnished by the Commission. The data was validated for internal consistency and reconciled with the Annual Reports prepared each year by each board for PERA. Many error conditions or inconsistencies in data were brought to the attention of the Commission and resolved prior to the preparation of the actuarial valuations. Where it was not possible to obtain corrected data within the time allowed, reasonable adjustments or assumptions were made for the valuation.

For the majority of the systems, the data was eventually brought to the level of 90% to 100% correct, complete and consistent with the Annual Reports prepared for PERA. In these cases, the individual reports indicate that the data was 90% to 100% complete, with no other qualification on the reliability of the valuation results. For certain systems, the data was less than 90%

correct and complete, and adjustments were made to the final valuation results to make those results representative of the liabilities and costs of the system. For one local system, no data was furnished in computer readable form before the final cutoff date established by the Commission. For this system, a projection was made using the data furnished for the January 1, 1979 actuarial valuation for active members and the December 31, 1982 Annuity Reserve data for retired members.

The results of the valuation for the systems which did not submit at least 90% complete and correct data were qualified because of the missing data, necessitating the use of certain procedures to bring the results to a basis representative of the liabilities and costs of the systems. Details on these qualifications may be found in the individual actuarial valuation reports for those systems.

State Employees

The data for active members contained 139,598 computer tape records, of which 59,478 were assumed to be currently inactive based on earnings shown for 1982, and the remaining 80,120 were assumed to be currently active.

Of the 80,120 active member records, 2% were missing a sex code and we assumed they were male members. Due to missing age and/or service information, we made the following additional assumptions:

<u>Membership Date</u>	<u>% of Total</u>	<u>Assumption</u>
1945 for all members hired on or before 1945	.6%	Age 55 with 35 years service
1972 for all members hired between 1946 and 1972	33.2%	20% - age 50 with 30 years service 20% - age 45 with 25 years service 20% - age 40 with 20 years service 20% - age 35 with 15 years service 20% - age 30 with 10 years service
Membership date between 1973 and 1982, no birth date	45.5%	Age 45 with service according to membership dates.

No assumptions or adjustments were required to be made to the retired member data, which included 29,485 retired members.

Teachers

The data for active members contained 71,783 computer tape records, of which 8,695 were assumed to be currently inactive based on earnings shown for 1982, and the remaining 63,088 were assumed to be currently active. Of the 63,088 active member records, 12% were missing a sex code and we assumed they were female members.

No assumptions or adjustments were required to be made to the retired member data, which included 20,420 retired members.

City of Boston

The data for active members contained 25,424 computer tape records, of which 2,867 were assumed to be currently inactive and the remaining 22,557 were assumed to be currently active. Of the 22,557 active member records, 16% were missing age information and were assumed to be age 45, and 5% were missing service information and were assumed to have 15 years service credit.

No assumptions or adjustments were required to be made to the retired member data, which included 12,807 retired members.

Other Local Boards
(Cities, Counties, Towns, and Authorities)

Actuarial valuations were done for a total of 101 local systems. Of this number, 97 submitted data which was 90% to 100% complete, representing 86,472 active members and 43,107 retired members.

Three systems submitted data which was less than 90% complete, representing 4,439 active members and 3,033 retired members.

One system did not submit data by the cutoff date, representing 777 active members and 397 retired members.

A summary of the participant data used for the valuation is shown on the following page.

Summary of Participant Data

<u>Board</u>	<u>Group 1 and 2</u>	<u>Group 3</u>	<u>Group 4</u>	<u>Total Active</u>	<u>Inactive*</u>	<u>Retired**</u>
State	79,032	1,088	0	80,120	59,478	29,485
Teachers	63,088	0	0	63,088	8,695	20,420
Boston	19,476	0	3,081	22,557	2,867	12,807
Other Local Boards	<u>69,925</u>	<u>0</u>	<u>21,763</u>	<u>91,688</u>	<u>9,582</u>	<u>46,537</u>
Totals	231,521	1,088	24,844	257,453	80,622	109,249

* Inactive members are not currently in service, but have left their contributions in the system.

**Includes beneficiaries receiving retirement payments.

SECTION 3.3 - ACTUARIAL BASIS

GENERAL

A retirement system is somewhat unique in the field of employee fringe benefits in that benefits are earned, and thus a labor cost incurred, while the employee is working, but there is no cash expense until after the employee retires. A young employee earning pension credits by his employment this year may not start to collect those benefits for another 30,

35 or 40 years. For this reason, it has been deemed advisable, and in fact made mandatory in the private sector by the Employee Retirement Income Security Act of 1974 (ERISA), to fund in advance for future pension obligations.

A funding program is simply a device by which the labor costs incurred while an employee is working and earning pension credits are assigned to and funded during the working lifetime of the employee, rather than being deferred to the time when the employee has retired and is collecting benefits.

The ultimate obligation for pension payments requires long-range forecasting by the actuary of certain events, such as:

- mortality rates among members
- turnover rates among members
- ages at which members will retire and collect benefits
- investment return on contributions to the pension fund
- rate at which members' salaries will increase
- rate at which inflation will require post-retirement adjustments to pensions.

These are called actuarial assumptions, and are used in projecting the long-term cost of the system. Of that cost, members' contributions are usually fixed as a specified percentage of their salaries, with the employer paying the balance of the cost. Therefore, it is essentially the employer's cost that is being projected using the actuarial assumptions.

These actuarial assumptions will predict the time when certain benefits will be paid and the amount of these payments. This will enable the actuary to place a specific value on all of those benefits at a particular date, usually a valuation date, by discounting with interest from the dates of expected payment to the valuation date.

The actuarial cost method allocates the total value of all benefits to time periods, usually over the working lifetime of the member, for expensing and funding for the benefits. Most actuarial cost methods assign a portion of the total value of benefits to years of members' employment before the valuation date and the balance to years of employment after the valuation date. Each individual year's portion of the total value assigned to years after the valuation date is referred to as the normal cost of the retirement program. This is what the full cost of the system would be if it had always been funded according to that cost method from the time the first member was hired, the plan had never been amended to increase benefits, and all actuarial assumptions had been exactly realized.

The accumulated value, on the valuation date, of the total value of benefits assigned to periods prior to the valuation date (prior years' normal costs) is referred to as the actuarial accrued liability or actuarial liability. To the extent that the actuarial liability exceeds the assets of the system, there exists an unfunded actuarial liability. The unfunded actuarial liability is usually amortized over a specified number of years, either as a level dollar amount or as a level percentage of future payroll.

While an unfunded actuarial liability exists, the cost of funding the system is composed of two components: the normal cost and an amortization cost for the unfunded actuarial liability. After the fixed period of amortization, the total annual cost of funding consists of the normal cost alone.

When the experience varies from that anticipated by the actuarial assumptions, actuarial gains or losses occur, the effect of which may be spread into future normal costs or future amortization costs, depending on the actuarial cost method used.

ACTUARIAL COST METHOD

The actuarial cost method used to determine liabilities and costs as of January 1, 1983 and to project future funding requirements is known as the Entry Age Normal Cost Method. Under this method, the annual normal cost of the system is determined as the aggregate level percentage of payroll necessary to fund all benefits expected to be paid if such percentage of each member's pay was and will be contributed from entry into the system until retirement, death or termination of employment. The actuarial liability on the valuation date is calculated as the amount which would be on hand if all prior normal costs had been fully funded. The unfunded actuarial liability on January 1, 1983 is the actuarial liability less the assets.

The system is expected to contribute the normal cost each year and to amortize the unfunded actuarial liability over a period of thirty years on the basis of a level percentage of payroll.

ACTUARIAL ASSUMPTIONS

Actuarial assumptions were recommended to the Commission by the actuary. After some modifications as a result of discussion between the actuary and the Commission, the following actuarial assumptions were adopted for use in this valuation:

Mortality was assumed to be in accordance with the 1971 Group Annuity Mortality Table, with ages set back six years for females. This table is the most recently developed mortality table using a large body of data collected on a national scale.

Investment return on current assets and future contributions was assumed to be at the rate of 7-1/2% per year, compounded annually. This return includes interest, dividends and realized and unrealized gains.

Salary increases were assumed to occur at the rate of 6% per year.

Inflation increase was assumed to be at the rate of 4-1/2% per year.

SECTION 3.3 - ACTUARIAL BASIS (cont'd)

Cost-of-living increases were assumed to occur at the rate of 3% per year for the State and Teachers System. No cost-of-living increases were assumed for Boston and the other Local Boards.

Rates of disablement were assumed to occur in accordance with Social Security experience published in 1972, as illustrated by the following sample rates:

<u>Age</u>	Percentage Becoming Disabled During Year	
	Group 1, 2 or 3	Group 4
20	0.06%	0.12%
30	0.11	0.22
40	0.22	0.44
50	0.61	1.21

For Groups 1 and 2, it was assumed that 50% of the disabilities were occupational, and for Groups 3 and 4, 90% of the disabilities were occupational.

Rates of turnover (terminations of employment before becoming eligible for retirement) for Groups 1 and 2 were in accordance with tables published in The Actuary's Pension Handbook: Crocker, Sarason and Straight, 1955, as illustrated by the following sample rates:

Age	Percentage Terminating During Year		
	State Teachers		Locals
	Groups 1 and 2	Boston	
20	5.44%	6.58%	7.94%
30	3.70	4.83	7.22
40	1.13	3.84	5.15
50	0.00	1.52	2.56

Table

J-1

I-3

T-5

No turnover was assumed for Groups 3 and 4.

Retirements were assumed to occur in accordance with the following distribution by age at retirement, taken from an analysis of actual retirement practices over recent years:

Age	Percentage of Total Retirements at Ages		
	State, Teachers Groups 1 and 2	Boston, Locals Groups 1 and 2	Group 4
50	0.00%	0.00%	32.01%
51	0.00	0.00	4.88
52	0.00	0.00	3.74
53	0.00	0.00	4.77
54	0.00	0.00	4.20
55	12.55	8.02	7.83
56	2.81	1.51	3.86
57	2.62	2.07	3.52
58	2.74	3.81	4.20
59	2.76	2.64	3.52
60	6.00	4.88	6.58
61	4.88	5.38	2.84
62	9.92	10.48	3.52
63	5.97	6.11	1.82
64	5.16	6.61	2.38
65	15.91	16.42	10.33
66	6.35	7.51	0.00
67	4.82	4.48	0.00
68	3.79	4.60	0.00
69	3.48	4.49	0.00
70	10.24	10.99	0.00
	100.00%	100.00%	100.00%

Group 3 employees were expected to retire at the later of age 50 or 20 years of service.

Assets are valued at statutory values as shown in the Annual Reports to PERA. Assets include appropriations made under Chapter 559 of the Acts of 1977 as shown in Appendix B.

The greatest degree of attention is usually given to the so-called "economic" assumptions. The economic assumptions are those which will be affected by a change in the rate of inflation, such as investment return, salary increases and cost-of-living increases. Even more important than the absolute rates assumed is the consistency among the three assumptions; i.e., that all assume the same underlying rate of inflation.

When the underlying rate of inflation is increased or decreased, the change in liabilities and costs due to higher or lower projected benefits from the salary increase and cost-of-living assumption changes is offset to a major degree by the change in the investment earnings assumption.

In this case, a 4-1/2% annual rate of inflation is assumed. Salary increases were assumed at the inflation rate plus an additional 1-1/2% for merit and productivity increases. Investment return was assumed at the inflation rate plus a 3% "real rate of return". Cost of living increases to retired members in the State and Teachers System were assumed to occur at the rate of 3% per year.

These assumptions are used to make extremely long-term projections of future benefit liabilities. For this reason, the assumptions may not appear to be consistent with recent experience and the short-term outlook for inflation, salary increases and available interest rates. They are, however, considered appropriate for the longer term.

SECTION 4

APPENDIX A - 104 CONTRIBUTORY RETIREMENT SYSTEMS

Counties

101	Barnstable	105	Essex	109	Middlesex
102	Berkshire	106	Franklin	110	Norfolk
103	Bristol	107	Hampden	111	Plymouth
104	Dukes	108	Hampshire	112	Worcester

Cities & Towns

001	Adams	029	Greenfield	057	Northbridge
002	Amesbury	030	Haverhill	058	Norwood
003	Andover	031	Hingham	059	Peabody
004	Arlington	032	Holyoke	060	Pittsfield
005	Athol	033	Hull	061	Plymouth
006	Attleboro	034	Lawrence	062	Quincy
007	Belmont	035	Leominster	063	Reading
008	Beverly	036	Lexington	064	Revere
009	Boston	037	Lowell	065	Salem
010	Braintree	038	Lynn	066	Saugus
011	Brockton	039	Malden	067	Shrewsbury
012	Brookline	040	Marblehead	068	Somerville
013	Cambridge	041	Marlborough	069	Southbridge
014	Chelsea	042	Maynard	070	Springfield
015	Chicopee	043	Medford	071	Stoneham
016	Clinton	044	Melrose	072	Swampscott
017	Concord	045	Methuen	073	Taunton
018	Danvers	046	Milford	074	Wakefield
019	Dedham	047	Milton	075	Waltham
020	Easthampton	048	Montague	076	Watertown
021	Everett	049	Natick	077	Webster
022	Fairhaven	050	Needham	078	Wellesley
023	Fall River	051	New Bedford	079	Westfield
024	Falmouth	052	Newburyport	080	West Springfield
025	Fitchburg	053	Newton	081	Weymouth
026	Framingham	054	North Adams	082	Winchester
027	Gardner	055	Northampton	083	Wintrop
028	Gloucester	056	North Attleboro	084	Woburn
				085	Worcester

Other

201	State Employees	401	Mass. Turnpike Authority	405	Blue Hills Regional
301	Teachers	402	Mass. Housing Finance	406	Greater Lawrence Sanitary District
		403	Mass. Port Authority		

SECTION 4

APPENDIX B - CONTRIBUTORY RETIREMENT SYSTEMS WITH
CONTRIBUTIONS UNDER CHAPTER 559 OF THE ACTS OF 1977

	<u>1979</u>	<u>1980</u>	<u>1981</u>	<u>1982</u>	Total Value December 31, 1982
Andover	\$ 0	\$ 62,000	\$150,000	\$150,000	\$ 411,331.59
Arlington	250,000	315,000	380,000	445,000	2,453,914.06
Belmont	0	0	250,000	250,000	500,000.00
Braintree	397,000	354,000	460,000	0	2,278,634.48
Brookline	0	300,000	300,000	0	1,115,811.27
Concord	50,000	50,000	175,000	100,000	1,095,374.52
Dedham	25,000	180,000	320,000	0	703,372.49
Danvers			300,000	100,000	497,983.59
Fall River	0	1,000,000	600,000	0	2,165,939.13
Falmouth			94,000	100,000	223,616.95
Holyoke				125,000	142,306.18
Lexington	100,000	200,000	200,000	200,000	1,241,408.89
Maynard	25,000	18,000	18,000	18,000	108,139.11
Methuen	20,000	20,000	20,000	0	74,181.00
Milton	40,000	80,000	121,000	0	723,019.63
Needham	85,000	175,000	340,000	620,000	1,367,120.00
Norwood	0	0	150,000	350,000	1,328,585.46
Plymouth	0	50,000	85,000	0	196,329.41
Watertown	0	400,000	300,000	200,000	1,715,911.84
Wellesley	255,000	341,000	629,000	902,000	3,757,121.00
Weymouth			150,000	0	194,904.00

SECTION 5

GLOSSARY

This glossary summarizes the actuarial terms contained in the Composite Report.

Accrued Benefit

The amount of an individual's benefit (whether or not vested) as of a specified date, determined in accordance with the terms of the pension plan and based on compensation and service to that date.

Actuarial Accrued Liability or Actuarial Liability

That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of pension plan benefits which is not provided for by future Normal Costs.

Actuarial Assumptions

Assumptions as to the occurrence of future events affecting pension costs, such as: mortality, turnover, disablement and retirement; changes in compensation; rates of investment earnings and asset appreciation or depreciation; and other relevant items.

Actuarial Cost Method

A procedure for determining the Actuarial Present Value of pension plan benefits and for developing an actuarial equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability.

Actuarial Present Value

The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions.

Actuarial Value of Assets

The value of cash, investments and other properties belonging to a pension plan, as used by the actuary for purposes of an Actuarial Valuation.

Entry Age Normal Cost Method

The method under which the Actuarial Present Value of the projected benefits of each individual included in an Actuarial Valuation is allocated on a level basis over the earnings (or service) of the individual between entry age and assumed exit age(s). The portion of this Actuarial Present Value allocated to a valuation year is called the Normal Cost. The portion of this Actuarial Present Value not provided for at a valuation date by the Actuarial Present Value of future Normal Costs is called the Actuarial Accrued Liability.

Normal Cost

That portion of the Actuarial Present Value of pension plan benefits which is allocated to a valuation year by the Actuarial Cost Method.

Unfunded Actuarial Liability

The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.

